

**Congress of the United States**  
**House of Representatives**  
Washington, DC 20515-0926

November 25, 2019

Dear Leader McConnell,

November 20<sup>th</sup>, 2019 was Latina Equal Pay Day, which signifies the day that Latinas must work into the current year to match what their white, non-Hispanic male counterparts earned in 2018 alone. This represents 11 months of extra work for Latinas to catch up to white, non-Hispanic men.<sup>i</sup> This is unacceptable, and Latinas cannot afford to be shortchanged any longer. As Latinos in Congress who care deeply about ensuring that America's promise reaches every community, **we strongly urge you to bring the Paycheck Fairness Act (S. 270) to the floor.**

Despite existing federal and state equal pay laws, gender pay gaps persist and Latinas experience some of the widest disparities. According to 2018 U.S. Census data, Hispanic women working full-time, year-round earned just 54 cents for every \$1 earned by their white, non-Hispanic male counterparts.<sup>ii</sup> And even when controlling for factors such as education and experience, this pay gap persists. It starts early in Latinas' careers, contributing to a wealth gap that follows them and compounds throughout their lifetimes.<sup>iii</sup>

At nearly 18 percent of women in the U.S. and nine percent of the overall U.S. population, the more than 29 million Latinas living in this country are not a special interest group.<sup>iv</sup> Latinas are an integral part of our country, the backbone of their communities, and leaders of their families. More than 60 percent of Latina mothers are the primary, sole, or co-breadwinners for their families.<sup>v</sup> And the wage gap is even worse for Latina mothers than it is for Latinas overall, making 46 cents to the dollar for equal work<sup>vi</sup>

We are deeply disappointed that the Senate has failed to take action on the Paycheck Fairness Act, which has been awaiting consideration in the Senate Health, Education, Labor, and Pensions Committee. Inaction is unacceptable while the lives and economic security of Latinas and their families hang in the balance. As Latino members of the House of Representatives, we came to Congress to take action on issues important to American families. We urge you to follow in the bipartisan example set by the House of Representatives that led to the passage of the Paycheck Fairness Act (H.R. 7) in March.

The Paycheck Fairness Act (S. 270) features meaningful updates to the Equal Pay Act of 1963, strengthening it with key provisions to ensure that employers pay women and men equally for equal work. It also provides employers with incentives to comply with the law. This comprehensive bill creates pay equity in the work place by closing loopholes that have allowed

employers to pay women less than men for the same work. It ensures that women who have been subjected to discrimination receive the same remedies for sex-based pay discrimination as those based on race and ethnicity. It combats pay discrimination by prohibiting employers from relying on salary history when determining pay and hiring decisions, which often follows women from job to job. And it also provides employers with much needed training and technical assistance to ensure they remain in compliance with the law. Additionally, it requires robust data collection and research to combat wage discrimination nationwide.

Let us work together to ensure that Latinas across the country do not have to work 11 extra months to earn the same wages as their white male counterparts. We urge you to bring the Paycheck Fairness Act (S. 270) to the floor before the full Senate. By prioritizing equal pay, you can bring Latinas one step closer to the economic justice they deserve.

Thank you for your consideration of this request.

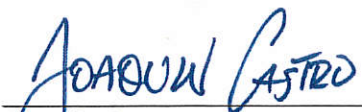
Sincerely,



Debbie Mucarsel-Powell  
Member of Congress



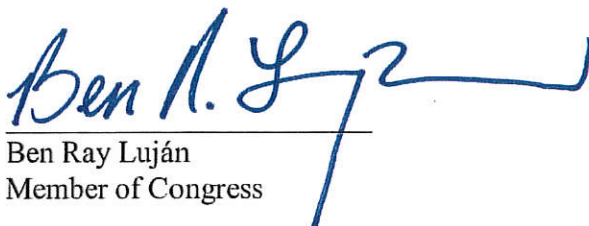
Veronica Escobar  
Member of Congress



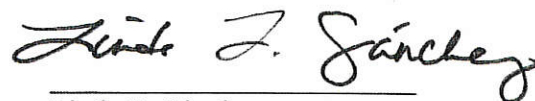
Joaquin Castro  
Member of Congress



Adriano Espaillat  
Member of Congress



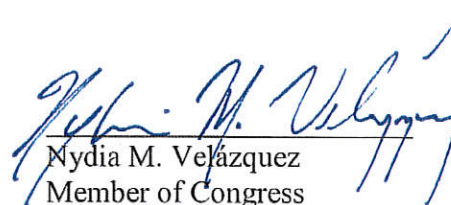
Ben Ray Luján  
Member of Congress



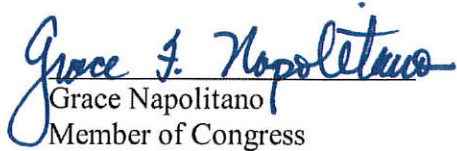
Linda T. Sánchez  
Member of Congress




Mike Levin  
Member of Congress



Nydia M. Velázquez  
Member of Congress

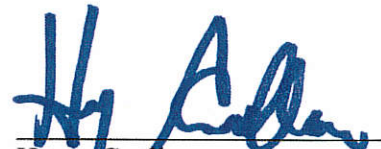
  
Grace Napolitano  
Member of Congress

  
Gilbert R. Cisneros, Jr.  
Member of Congress

  
Xochitl Torres Small  
Member of Congress


  
Sylvia R. Garcia  
Member of Congress


  
Darren Soto  
Member of Congress

  
Henry Cuellar  
Member of Congress

  
Lucille Roybal-Allard  
Member of Congress

  
Jesús G. "Chuy" García  
Member of Congress

  
Jim Costa  
Member of Congress

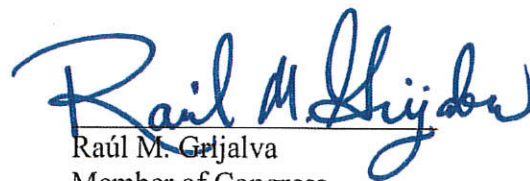
  
J. Luis Correa  
Member of Congress

  
Salud Carbajal  
Member of Congress





Vicente González  
Member of Congress



Raúl M. Grijalva  
Member of Congress



Tony Cárdenas  
Member of Congress



Nanette Díaz Barragán  
Member of Congress

<sup>i</sup> Calculations based on U.S. Census Bureau, Current Population Survey (CPS), 2017, Annual Social and Economic Supplement (ASEC), Table PINC-05, available at <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.2017.html> (last accessed November 2019). This date for Latina Equal Pay Day 2019 was calculated and set before the September 2019 release of the 2018 CPS ASEC data.

<sup>ii</sup> Calculations based on U.S. Census Bureau, Current Population Survey, 2018, Annual Social and Economic Supplement, Table PINC-05, available at <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.html> (last accessed November 2019).

<sup>iii</sup> Jasmine Tucker, "Women and the Lifetime Wage Gap: How Many Woman Years Does it Take to Equal 40 Man Years?," March 22, 2019, available at <https://nwlc.org/resources/women-and-the-lifetime-wage-gap-how-many-woman-years-does-it-take-to-equal-40-man-years/>. See also, Danyelle Solomon and Christian E. Weller, "When a Job is Not Enough" (Washington: Center for American Progress, 2018), available at <https://www.americanprogress.org/issues/race/reports/2018/12/05/461823/job-not-enough/>.

<sup>iv</sup> Calculations based on the U.S. Census Bureau, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: April 2010 to July 1, 2018, 2018 Population Estimates, Table PEPSR6H, available at [https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=PEP\\_2018\\_PEPSR6H&prodType=table](https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=PEP_2018_PEPSR6H&prodType=table) (last accessed November 2019).

<sup>v</sup> Sarah Jane Glynn, "Breadwinning Mothers Continue To Be the U.S. Norm" (Washington: Center for American Progress, 2019), available at <https://www.americanprogress.org/issues/women/reports/2019/05/10/469739/breadwinning-mothers-continue-u-s-norm/>.

<sup>vi</sup> Calculations based on U.S. Census Bureau 2013-2017 American Community Survey using IPUMS, comparing Hispanic mothers to white, non-Hispanic fathers. See National Women's Law Center, "Motherhood Wage Gap for Latina Mothers," May 2019, available at <https://nwlc.org/resources/motherhood-wage-gap-for-latina-mothers/>.